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31 January 2019

Tēnā koe 

OFFICIAL INFORMATION ACT REQUEST

Thank you for your request, received 20 December 2018, made under the Official Information Act 1982, as follows (verbatim from your email):

For the period between From 2014 -2018 (please provide information per year and region).

How many (formal and verbal) personal grievances and workplace bullying complaints have been laid by current/former staff /contractors at the Ministry for Women?

Please provide a general breakdown of the nature of the personal grievances and complaints - for example workplace bullying, or sexual harassment, employment related (performance).

How many were resolved?

How many of the complainants (broken down by reason) left on sick leave/ stress leave /anxiety/ PG /resigned etc as a result of their case?

How many were offered exit interviews?

How many took up an exit interviews?

How many still work for the Ministry?

What role was the alleged bully in - eg manager, supervisor, another employee.

Please provide a general breakdown of the nature of these complaints, per year?

For the same time period, by year, how many of the employee complaints were received by 'Human Resources'?

How many of those complaints were investigated internally by 'Human Resources'?

How many were made to an external organisation?

How many were externally investigated?

Please provide the outcome of all investigations.

Has the ministry been made aware of any cases where suicide was a result of alleged bullying or was attempted/contemplated?

Does the Ministry have a bullying policy?

If there is anything in the spirit of this request which hasn't been requested but could be relevant to it, I ask that you include this information in your response.

I acknowledged that some information will be personal/ confidential and redacted for privacy reasons.

I understand that a decision on a request for information under the OIA should be made within 20 working days of receiving that request.

The information you have requested is outlined below for the period 2014-2018. The results are for the Ministry as a whole, there are no regional offices.

Formal complaints	Financial year ending 2014/2015	Financial year ending 2015/2016	Financial year ending 2016/2017	Financial year ending 2017/2018
Number received	Nil	1	Nil	Nil
Nature of the complaint		Personal grievance related to performance		
Number resolved		0		
Number of employees who left as a result		1		
Reason for leaving		Medical retirement		
Offered exit interview		No		
Completed exit interview		No		
Staff who still work here		0		
Role of alleged bully		N/A		
Received by HR		No – received by the CE		
Investigated internally		No		
Investigated externally		No – MBIE mediation		
Outcome		Resignation		
Suicide a result of alleged bullying		N/A		

The Ministry treats the safety and wellbeing of all our staff as a high priority. We have a no tolerance approach towards any form of bullying or harassment and treat any complaint very seriously. If the Ministry received a verbal complaint of bullying, we would follow this up in a more formal manner and request the complaint is put in writing.

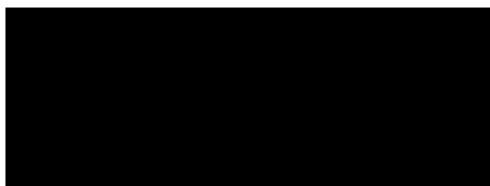
The Ministry has a Bullying Policy in draft. This policy is to be ratified by the Leadership Team by the end of March 2019. The draft policy is being used to guide current practice.

The draft policy states:

“If an employee believes they have been subject to bullying or harassment or if it is believed to have occurred (or if there are concerns about bullying or harassment), there are rigorous procedures in place to ensure that any complaint or query is treated confidentially, taken as seriously as possible, and acted on promptly.”

You have the right to seek a review of this decision by way of complaint to the Ombudsman, under section 28(3) of the Official Information Act 1982.

Nāku noa, nā



Helen Potiki
Acting Chief Executive